

Equity, Diversity, and Inclusion Commitment Statement

March 2024

Introduction

At Gateway Qualifications we aim to create an environment which celebrates differences and strives for equitable opportunities and outcomes for all. More than a mere commitment, this statement stands as a framework, informing every aspect of the work we do. It is our aim to support our staff and learners of all abilities, ensuring the development, delivery, and awarding of qualifications in a fair and inclusive manner. This statement highlights our commitment to equity, diversity, and inclusion, setting the tone for a culture where every individual is valued, empowered, and respected.

As part of the demonstration of our commitment we have signed the Federation of Awarding Bodies EDI pledge. Through the commitment to this pledge, we make the following commitment statement related to EDI.

Principles of our Commitment Statement

- Opposition to Discrimination
- Safe Environment
- Lived Reality
- Inclusivity
- Continuous Commitment
- Beyond Legal Compliance
- Recognition of Uniqueness
- Compliance and Legal Responsibilities

Commitment Statement

- We will oppose all forms of discrimination and prejudice. Discriminatory behaviour will be actively challenged to align with our organisational values.
- We will go beyond compliance, ensuring equity is a reality for everyone associated with Gateway Qualifications, acknowledging, and recognising differences across various aspects of people's identities.
- We will ensure Inclusivity is embedded in our core practices, recognising, and valuing the contributions and needs of each individual, shaping our organisational culture.
- We will focus on delivering high-quality, accessible qualifications for all learners, advocating for fair assessment regardless of ability, and providing necessary adjustments to ensure equitable opportunities and outcomes.

- We will champion and drive the development of qualifications, programs, and assessment criteria devoid of stereotypes.
- We will support our partner Centres to share our dedication to embracing diversity.
- We will ensure our dedication is not just a statement by weaving it into every aspect of our existence, ensuring learners and staff thrive in an inclusive environment.
- We will actively celebrate diverse groups' contributions within program content and materials to ensure no advantage or disadvantage based on any protected characteristic.
- We aim to actively work to dismantle barriers that disadvantage individuals and increase the proportion of people from diverse backgrounds who work in, and engage with, vocational and technical education.

In order to fulfil our commitment statement, we will develop an action plan for our EDI journey, to provide accountability, and demonstrate our commitment to change.



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